

Understanding Carolina's Sexual Harassment Policies

UNC-Chapel Hill addresses sexual misconduct under two policies.
How do you know which policy applies?

If the answer to **all** of the questions below is **yes**, the reported conduct falls under Carolina's **Policy on Prohibited Sexual Harassment under Title IX**.

If the answer to **any** of the questions below is **no**, the reported conduct falls under Carolina's umbrella **Policy on Prohibited Discrimination, Harassment and Related Misconduct**.

WHEN

Did the reported conduct occur on/after August 14, 2020?

WHERE

Was the person impacted by the reported conduct in the U.S. at the time of the reported conduct?

WHO (IMPACTED)

Was the person impacted by the reported conduct participating in or attempting to participate in a UNC program or activity at time of the reported conduct?

WHO (ACCUSED)

Did UNC exercise substantial control over the person accused of the reported conduct?

HOW

Did UNC exercise substantial control over the location, event, or circumstances in which the reported conduct occurred?

WHAT

Does the reported conduct meet one of these definitions?

- Quid Pro Quo harassment by an employee,
- Unwelcome conduct based on sex that is severe, pervasive, and objectionably offensive, or
- Sexual assault, dating violence, domestic violence, or stalking

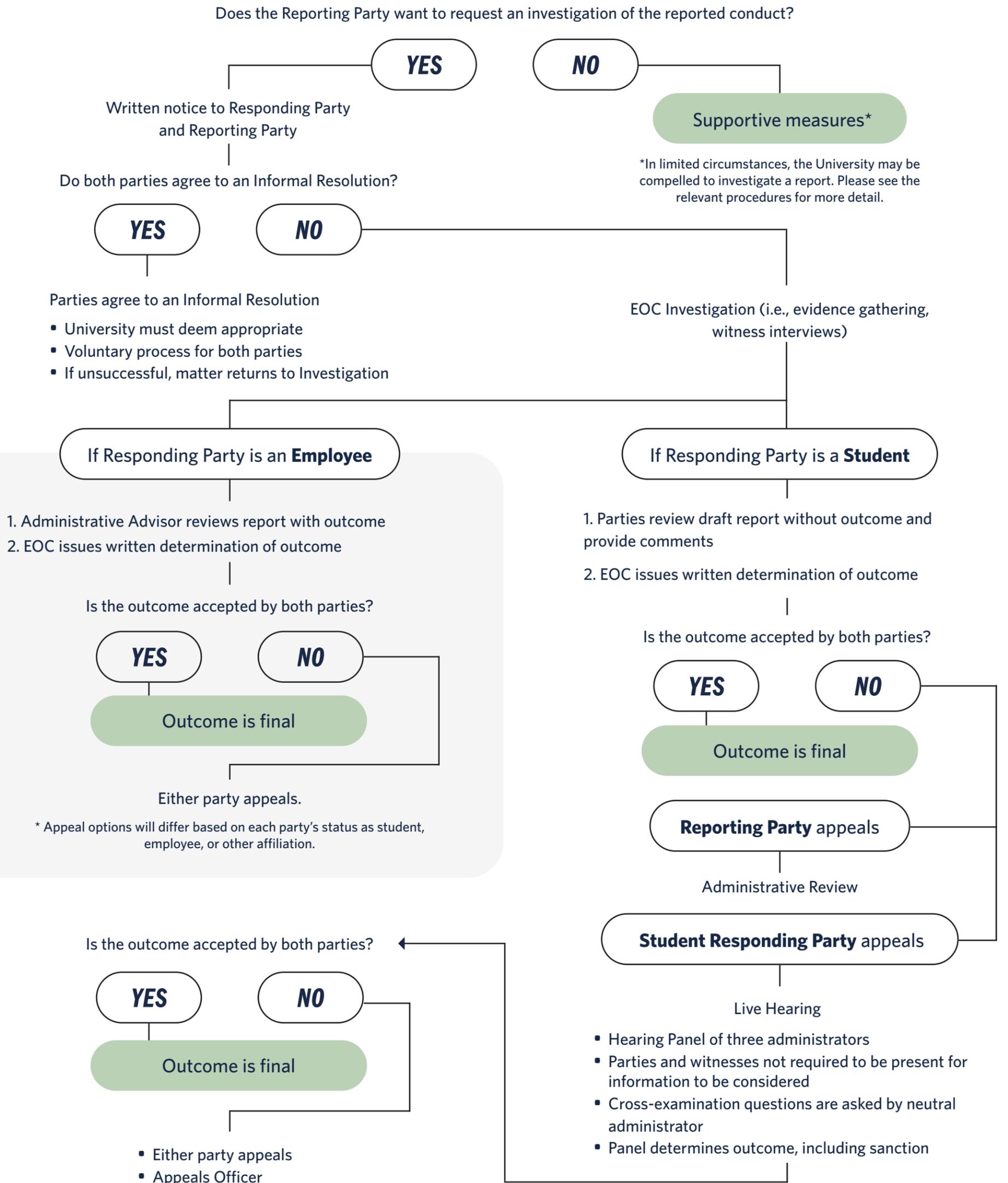
This guide is intended to help you understand which Carolina policy will be used to address reports of sexual misconduct. You're encouraged to reach out to the Gender Violence Services Coordinators (Confidential Resource) or the Report and Response Coordinators for help navigating through these processes. For more information, please visit eoc.unc.edu.



Flow Chart of Adjudication Process for Allegations of Conduct under the *Policy on Prohibited Discrimination, Harassment and Related Misconduct*

Supportive measures are available to both parties during entire process.

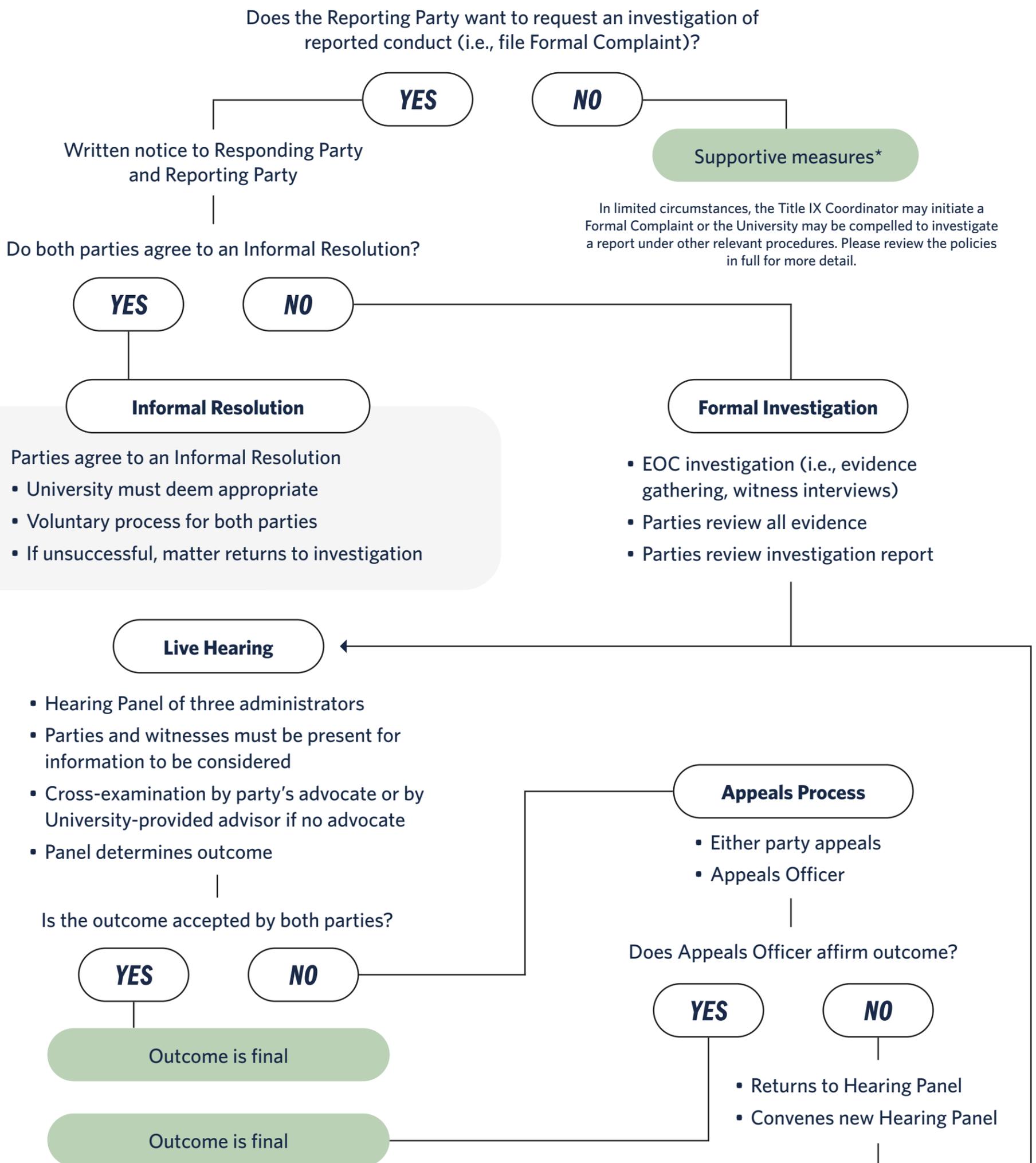
Conduct that falls under the University's Policy on Prohibited Discrimination, Harassment and Related Misconduct is addressed by the Procedures that accompany the Policy. This flow chart is designed to give an overview of the Procedures. You're encouraged to reach out to the Gender Violence Services Coordinators (Confidential Resource) or the Report and Response Coordinators for help navigating through these Procedures.



Flow Chart of Adjudication Process for Allegations of Conduct under the **Policy on Prohibited Sexual Harassment under Title IX**

Supportive measures are available to both parties during entire process.

Conduct that falls under the University's Policy on Prohibited Sexual Harassment under Title IX is addressed by the Procedures that accompany the Policy. This flow chart is designed to give an overview of the Procedures. You're encouraged to reach out to the Gender Violence Services Coordinators (Confidential Resource) or the Report and Response Coordinators for help navigating through these Procedures.



Formal Complaint can be dismissed at any time prior to outcome of Hearing. Either party can appeal dismissal. Appeals Officer may affirm or return to formal process.